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ABSTRACT

The 13 chapters in this volume detail how industrial and organizational psychologists, human resource professionals, and consultants have created innovative human resource development and training programs. "Employee Development and Job Creation" (Jennifer Jarratt, Joseph F. Coates) looks at several trends that have important consequences for future employee development. "Organizational Growth and Employee Advancement" (Amy E. Hurley, Jeffrey A. Sonnenfeld) investigates promotional trends within an organization experiencing periods of growth. "Career Development in Downsizing Organizations" (Joel Brockner, Robert J. Lee) applies self-affirmation theory to the practice of career development of employees in downsizing organizations. "Integrated Human Resource Development" (Edward Mone, Melissa A. Bilger) describes how human resource programs can be integrated to support the organization's mission and initiatives. "Salvaging Displaced Employees" (Harold G. Kaufman) examines organizational approaches to recycling existing employees. "Managing Part-Time and Temporary Employment Relationships" (Daniel C. Feldman) examines the reasons for the increased growth and diversity of contingent work, changes in expectations such employees bring to the workplace, and implications for the management of them. "Creating an Internal Contingent Workforce" (James W. Smither) describes how this method benefits the company and employees. "Developing Enterpreneurs" (John H. Eggers) examines research on characteristics of successful and unsuccessful entrepreneurs. "Supporting Career Transitions in a Time of Organizational Downsizing" (Richard H. Price, Amiram D. Vinokur) outlines research on the Michigan Job Opportunities and Basic Skills (JOBS) program. "Creating Opportunities for Displaced Workers" (Larry R. Last et al.) describes the creation of the Center for Commercial Competitiveness. "Engaging Displaced Employees in Retraining and Job Creation" (Gerrit Wolf et al.) describes the JOBS project for displaced engineers from the defense industry. "Developing Computerized Outplacement Counseling Programs" (Robert J. Vance,

David V. Day) describes design, development, logic, and use of the Skills Training and Employment Program for Upgrading Personnel. "Coping with Job Loss" (Carrie R. Leana, Daniel C. Feldman) focuses on collective activism as a mechanism for individuals to cope with job loss. Name and subject indexes are appended. (YLB)

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